

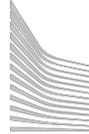
November 2021

# ▶ Technical workshop on Global Shifts in the Employment Structure

## Meeting report



International  
Labour  
Organization



European  
Commission

# ► Technical Workshop on ‘Global Shifts in the Employment Structure’

Meeting report

Technical workshop under Research Activity N. 4 of the EU-funded ILO-JRC project “Building Partnerships on the Future of Work”

11 November 2021

## ► Background and objectives

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The Technical Workshop on Global Shifts in the Employment Structure was held online on 11 November 2021. The Workshop was the fourth technical meeting held under the EU-funded ILO-JRC project “Building Partnerships on the Future of Work”. This research activity pursue the following objectives:

- Analyse recent changes in the employment structure for a selection of EU and non-EU countries, applying the methodology developed for the European Jobs Monitor. This implies: 1) to use jobs (combinations of sectors and occupations) as units of analysis; 2) to rank these jobs by their job quality level (by using variables informing about wages or the educational attainment) and group them into quintiles; and 3) to observe how the different groups of jobs have evolved over time. The first part of the analysis serves to produce figures in which the patterns of structural change (job polarisation, upgrading, downgrading or any other variant) are drawn.
- To decompose the figures produced before by using variables such as the gender, the sectors, the nationality or the type of contract. This is useful to shed light on the drivers of the patterns of structural change described and analyse who has been hardest hit by job destruction in periods of crisis, who benefits more from job creation in the expansive phases of the economic cycle, etc.

To this end, this technical workshop brought together experts from the JRC, Eurofound, the ILO and other institutions (universities, research centres and the World Bank) with the following objectives:

- Present the objectives of the research activity;
- Hear the views of experts and colleagues on the relevant research questions to be addressed and the validity of methodological approaches;
- Illustrate the analysis of changes in the employment structure by the presentation and discussion of recent and related research works.

More specifically, the discussion was organized around the four following topics:

- Previous evidence on the topic and the different countries covered.
- Our plans: how the different participants are planning to contribute to the project.
- Main features and doubts: sources to be used; variables used to define the unit of analysis, variables used to rank jobs by their job quality level; variables used as breakdowns; periods analysed; limitations of the data and other particularities of the different cases covered.

## ► Notes on the proceedings

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### Introduction and presentation

The workshop was organised and presented by Sergio Torrejón (Joint Research Centre of the European Commission) and Guillaume Delautre (International Labour Organisation). The presentation was focused on:

- The context and the background of the project.
- The agenda of the workshop and the guidelines to participate.
- Who are the experts and participants involved, and the countries that we are covering (US, China, India, South Korea, Brazil, Russia, Canada, Argentina, and the European countries).
- The approach and methods we have to apply.

### Inputs from different countries

After the presentation of the project, there was time for all active participants to talk about their plans in the context of the project: they presented previous evidence on the topic and the country, talked about the data sources and variables to be used, etc. The experts and countries covered were the following ones:

- **EU countries** (John Hurley, Eurofound): John Hurley focused on previous evidence developed for the EU countries, in the context of the project entitled 'European Jobs Monitor'. He showed that there is a diversity of patterns across countries, highlighting that there are several drivers (institutions, trade, etc) producing changes in the employment structure, and not only one (technology). He also presented the main guidelines for the work ahead. His intention is to cover several EU countries, providing evidence on changes in the employment at the national level. The evidence will be produced jointly by Eurofound and the JRC.
- **United States of America** (Rachel Dwyer; The Ohio State University): Rachel Dwyer presented previous evidence she had prepared in the past, in collaboration with Erik Olin Wright and Eurofound. The periods already covered are 1963-1980 (upgrading), 1983-2000 (job polarisation); 2002-2017 (stronger job polarisation). In the context of this project, she is now planning to analyze what happened from 1995 to 2020, dividing the whole period in different subperiods delimited by expansions and recessions, and using wages and the educational attainment as proxies of job quality (to qualify, rank and group the different jobs).
- **Canada** (Tony Bonen; LMIC): Tony Bonen presented the Labour Market Information Council and the work they are doing on changes in the employment structure from 2019 (to analyse what is happening with the COVID-19 crisis). His idea is to extend the short term analysis they have prepared to long term analysis, as all participants are planning to do.
- **Russia** (Vladimir Gimpelson, Rostislav Kapeliushnikov; HSE University): Vladimir Gimpelson presented their analysis from 2000, covering both the economic boom until 2008 and the following process of stagnation. Not many changes on employment have been observed (in absolute terms), while the main changes have been in wages and the GDP. It's also true that there was less employment in agriculture, less routine jobs and more jobs in services, but also more people with high qualifications. Apart from analyzing changes in the employment structure (by quintiles), they also plan to regress quintiles and analyze the probability of being employed different quintiles, in order to shed light on the factors associated with wage premium and high quality jobs.
- **China** (Dino Merotto; World Bank): Dino Merotto and his colleagues from the World Bank are currently working on a forthcoming flagship report, that is focused on structural transformation and jobs at the global level. Focusing on changes in the employment structure in China, they showed that there has been an

exceptional growth since the nineties due to the move of the workforce from agriculture to manufacturing and services. This change has occurred in parallel to others such as the move from self-employment to paid employment, from rural employment to urban employment, between education levels, etc. Although they have been very much focused on macro-economic trends, they are interested in complementing what they have been doing so far with an analysis of employment trends by quintiles, replicating the approach used by Eurofound and the JRC.

- **India** (Sudipa Sarkar; University of Warwick): Sudipa Sarkar presented her previous findings on structural change in India, as well as on wage inequality and the task content of jobs in India. Based on different rounds of the Labour Force Survey (1983-1984, 1993-1994, 2004-2005 and 2011-2012), she found that from 1983 to 1994 there was a process of upgrading, then a process of job polarisation from 1993 to 2005, and then a more ambiguous period from 2004 to 2012 (despite the analysis by quintile shows job polarisation during this period as well). In previous studies, the focus was on urban India, but Sudipar Sarkar is now planning to include rural india in the new analysis. She will also update the evidence covering what happened in recent years.
- **S. Korea** (Minki Hong; Korea Labor Institute): Minki Hong showed that in the past there was a process of job polarisation in South Korea (in the periods that goes from 1993 to 2000, and from 2000 to 2008). Then from 2009 to 2016 there was a process of 'middling', with job increases being concentrated in mid-paid jobs. His intention is to replicate what they did in the past, but covering a period that goes until 2020.
- **Brazil** (Rodrigo Rodrigues-Silveira; USAL): Rodrigo Rodrigues-Silveira highlighted the good quality of data available for Brazil to develop these analyses, and the importance of the right periodization. In this case, he considers using cycles defined by economic and political developments. This way, Rodrigo Rodrigues-Silveira would like to introduce these dimensions while talking about the factors producing different patterns of structural change, instead of focusing only on the usual factors such as technological change, international trade, etc. He also plans to evaluate regional differences from the national patterns and to focus not only on formal but also informal employment.
- **Argentina** (Roxana Maurizio, ILO): Roxana Maurizio presented her work on job polarisation and the task content of jobs in Argentina: the main findings are that there has been job polarisation, and less routine jobs over time. More generally speaking, there haven't been significant changes in terms of employment in Argentina, but important changes in terms of wages. She suggested to continue along these lines, by generating new figures on how employment is evolving by job quality level, and mentioned that she could probably extend the sample of countries.

## Final debate

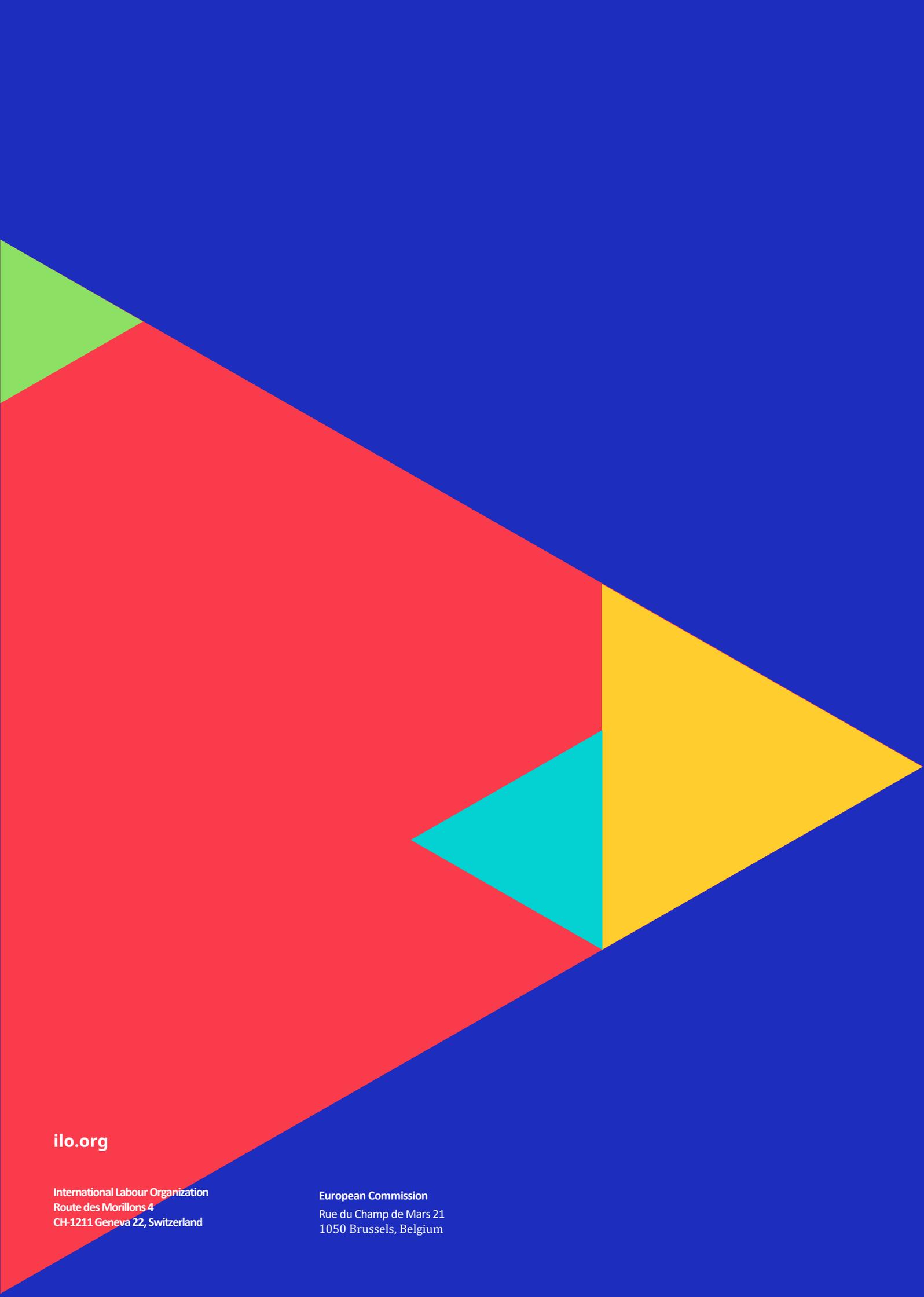
Once all presentations were made an open debate followed, in wich some participants raised general questions and doubts, and suggested possible ideas to follow-up. The debate focused on the interest of developing analysis at the state/regional level, especially in federal countries, the right periodization for the analysis and the quality of available data. The debate lasted around 30 minutes, and was opened to all active participants, but also to other researchers and analysts that were interested in participating.

## ► Participants list

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Name	Institution
Sergio Torrejón Pérez	JRC
Guillaume Delautre	ILO
Enrique Fernández-Macías	JRC
John Hurley	Eurofound
Vladimir Gimpelson	HSE University
Dino Merotto	World Bank
Rachel Dwyer	The Ohio State University
Minki Hong	Korea Labor Institute
Elisa Staffa	Eurofound
Sudipa Sarkar	University of Warwick
Giovanna Mazzeo Ortolani	JRC
Steven Kapsos	ILO
Tony Bonen	Labour Market Information Council
Rodrigo Rodrigues-Silveira	USAL
Roxana Maurizio	ILO
Stephanie Berry	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)
Janine Berg	ILO
Martin Ostermeier	ILO
Daniel Klein	European Commission
Jessica Gardner	ILO
Marta Fana	JRC
Stefan Tromel	ILO
Iván Cortés Rodríguez	Generalitat de Catalunya
Nikos Mahar Nathan	House of Representatives
Céline Peyron Bista	ILO
Fernando Vargas	ILO Cinterfor

Patrick Daru	ILO
Andrea Glorioso	European Commission
Kate Plaskonis	Greater Copenhagen
Elisenda Estruch-Puertas	ILO



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